



International Affairs Career Field (IACF) Development Templates

TACTICAL DEVELOPMENT TEMPLATE: PB 1/Equivalent (GS 1-8)

Air Force Institutional Competencies, Skills, Education and Training

Enduring Leadership Competencies

- Exercise Sound Judgment
- Adapt and Perform Under Pressure
- Inspire Trust
- Lead Courageously
- Assess Self
- Foster Effective Communication
- Lead by Example

Institutional Education and Training

- AF Civilian Orientation Course
- Supervisor Training
- Basic Developmental Education: ASBC, SOS, NCOA
- Mentorship Program Mentee

Leadership Skills

- Interpersonal Skills
- Technical and Tactical Competence
- Problem Solving
- Performing Leader Tasks
- Performance Counseling
- Short Range Planning and Mission Accomplishment

General Occupational Competencies

- Personnel Management
- Financial Management
- Business Administration

General Occupational Skills

- Staff and Support
- Project Management
- Problem Solving Techniques
- Effective Communication Principles
- Time Management
- Critical Thinking
- Team Work
- Basic Computer Knowledge

Education

- Associates Degree
- Bachelors Degree*

* IA team members are encouraged to participate in the Civilian Tuition Assistance Program.

International Affairs (IACF)

Functional Competencies

- Generalized knowledge of IA functional areas: (i.e. Security Assistance, International Cooperative Research, Development, or Acquisition, Foreign Disclosure, and Technology Transfer Control, etc.)
- Entry-level knowledge in IA discipline (i.e., Logistics, Acquisition, Program Management, etc.)
- Knowledge/experience in one IA functional area
- Knowledge of laws and regulations that affect IA such as FMS/SC case development, execution, and closure

Functional Education and Training

- International Program Security Requirements Course (IPSR)
- Introductory Security Cooperation Course (i.e., SAM-C, SAM-OC)
- Introductory development course in IA discipline (i.e., Logistics, Acquisition, etc.)
- Level I IA Certification

Experience

- 1-5 years experience in IA coded position
- 3-5 years at Wing or Base Level
- Multi-Wing Experience
- PAQ intern training and development at Base level

OPERATIONAL DEVELOPMENT TEMPLATE: PB 2/Equivalent (GS 9-13)

Air Force Institutional Competencies, Skills, Education and Training

Enduring Leadership Competencies

- Shape Air Force Strategy
- Create and Demonstrate Vision
- Enterprise Integrations and Resource Stewardship
- Embrace and Lead Change
- Drive Execution
- Attract, Develop and Retain Talent

Institutional Education and Training

- Intermediate Developmental Education: ACSC, ELDP, AFIT, Academic Programs, Fellowships
- Squadron Director Course
- Planning, Programming, and Budgeting System (PPBS) Training
- Supervisor Training
- Mentorship Program Mentee/Mentor

Leadership Skills

- Technical and Tactical Ability to Synchronize Systems and Organizations
- Sophisticated Problem Solving
- Interpersonal Skills Emphasizing Influencing Others Through Communication
- Shaping Organizational Structure
- Directing Operations of Complex Systems
- Tailored Resources to Organizations or Programs
- Establishing Policies that Foster a Healthy Command Climate

General Occupational Competencies

- Financial Management
- Personnel Management
- Systems Integration

General Occupational Skills

- Program Management
- Advanced Problem Solving
- Team Building
- Analytical Ability
- Advanced People Skills
- Project Management
- Time Management

Education

- Bachelors Degree*
- Masters Degree*

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International Affairs (IACF)

Functional Competencies

- Introductory/Intermediate level of experience in a second IA functional area
- Intermediate/Advanced knowledge in IA discipline (i.e., Logistics, Acquisition, Program Management, etc.)
- Broad knowledge of the IA community and operations of other governmental agencies and functions
- Knowledge of Security Cooperation policy and specific program procedures

Functional Education and Training

- Specialized Security Cooperation course offered by DISAM or DoD agency (i.e., SAM-CF, SAM-TO, Mid-East Orientation Course, etc.)
- Intermediate/Advanced development courses in IA discipline (i.e., Logistics, Acquisition, etc.)
- Level II IA Certification

Experience

- 5-9 years experience in IA coded position
- 1 Career Broadening Assignment
- 1 Cross-Functional Assignment
- Organizational Mobility—minimum 3 assignments in the same command
- Squadron CC/Division Chief/Deputy
- MAJCOM, Joint, Air Staff Action Officer
- Flight/Office/Branch/Team Chief/Deputy

STRATEGIC DEVELOPMENT TEMPLATE: PB 3/Equivalent (GS 14-15)

Air Force Institutional Competencies, Skills, Education and Training

Enduring Leadership Competencies

- Shape Air Force Strategy
- Create and Demonstrate Vision
- Enterprise Integrations and Resource Stewardship
- Embrace and Lead Change
- Drive Execution
- Attract, Develop and Retain Talent

Institutional Education and Training

- Defense Senior Leader Development Program
- Civilian Strategic Leadership Program
- Senior Executive Development Courses/OPM Training
- Senior Developmental Education: AWC, ICAF, ICAF SAC, AFIT, Academic Programs, Fellowships
- Mentorship Program Mentor

Leadership Skills

- Technical Competencies on Force Structure and Integration
- Technical Competencies on Unified, Joint, Multi-National and Inter-agency Operations
- Resource Allocation
- Management of Complex Systems
- Conceptual Competence in Creating Policy and Vision
- Interpersonal Skills Emphasizing Consensus Building and Influencing Peers and Policy Makers

General Occupational Competencies

- Financial Management
- Personnel Management
- Systems Integration

General Occupational Skills

- Advanced Decision Making
- Engage in creative, Innovative Thinking for New Solutions/Options
- Advanced Communication Skills
- Manage Entire Functions
- Think and Work Across Boundaries
- Drive Transformation
- Maintain Geo-political Awareness
- Build Coalitions and Communications
- Understand and Execute Budgets

Education

- Masters Degree*
- Doctorate

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International Affairs (IACF)

Functional Competencies

- Intermediate/Advanced level of experience in a second IA functional area
- Advanced knowledge in IA disciplines
- Extensive knowledge of Security Cooperation programs and procedures
- Knowledge of Strategic Planning , policy development, and IA strategy as it relates to MILDEP, DoD, and National Security strategic plans
- Broad knowledge of National Level Policies and Strategic Plans
- Broad understanding of fiduciary responsibility of IA appropriations

Functional Education and Training

- Advanced Security Cooperation course (i.e., SAM-E)
- Advanced development courses in IA discipline (i.e., Logistics, Acquisition, etc.)
- Specialized Security Cooperation courses offered by DoD agencies
- Level III IA Certification

Experience

- 10-15 years experience in IA coded position
- 2+ Cross-Functional Assignments
- MAJCOM, Air Staff, NAF, SAF/HAF Directorate/Division Chief/Deputy
- Overseas Assignment, Cross Service